

Association Board Assessment

Board members were asked to complete an assessment which asked them to rate a total of 58 important factors involving:

- * Board Communications
- * Board Governance
- * Evaluation
- * Financial Management
- * Fundraising
- * Human Resources
- * Information Technology
- * Strategic Alliances

The rating system included the following categories for response:

- Always
- Usually
- Sometimes
- Seldom
- Never
- Unsure

Responses that reflected a majority of ratings in the “sometimes” or less categories are to be areas of focus for the Board in annual work plans. Those include:

1. We need a communications plan that includes goals, target audiences, key measures and desired outcomes.
2. We need a written policy covering public statements and positions.
3. Our Board members should make a financial contribution to the organization.
4. We need to revisit our bylaws at least once every two to three years.
5. We need to perform an annual review of staff and board performance.
6. We need to do evaluations that are communicated to the Board, staff and constituents.
7. We need realistic, specific and measurable performance measures in our annual work plans.
8. We need procedures to evaluate progress.
9. We need policies and procedures for contract employees and staff that contain job descriptions.
10. We need to annually review compensation for staff and contract employees.
11. We should invest in Board training to use technology.

These identified “gaps” will be the subject of future annual work plans.

Membership Survey

The Association administered an electronic Membership Survey and approximately 31 percent or 156 members out of approximately 500 members completed it. There were six questions and space for comments and questions. Questions and responses were as follows:

1. What do you consider the greatest benefit of membership?

About 80 percent felt that education about water protection was the leading benefit of membership, with the personal satisfaction associated with supporting an important cause being the next greatest benefit of membership.

2. What do you consider to be the primary function of GLA?

- 90 percent said education on water quality/watershed protection.
- 84 percent said water testing.
- 76 percent said managing swimmer's itch.
- 68 percent said to collaborate with government and community organizations to support GLA.
- 65 percent said operating and maintain the Crystal River Dam.

3. From your perspective, what should be the primary geographic scope of GLA?

81 percent said entire Glen Lake/Crystal River Watershed; 19% responded riparians only.

4. Please rate the success of GLA.

- 97 percent of respondents said the GLA was excellent or good in monitoring important environmental factors.
- 96 percent said the organization was excellent or good in working with members on key issues and in providing education on water quality test results and protection of the watershed.
- 89 percent felt GLA was excellent or good in supporting their needs/priorities.
- 79 percent said GLA was excellent or good working with local government on watershed protection.

5. What are the biggest issues for focus by the GLA?

Ranked as follows:

1. Swimmer's itch
2. Policies to protect the watershed
3. Invasive species
4. Water level maintenance
5. New development in and around the watershed
6. Stormwater runoff
7. Communications & education

8. Tourism and increased visitors
9. Water and boater safety
10. Historic preservation

6. Would you be willing to install a vegetative buffer on a portion of your property?

Response	Percent
Already have	56
Yes	20
No	12
Does not apply	12

As with the SWOT analysis and Board Assessment the results, the membership survey will also be considered in developing the annual work plan of the Association. The Association anticipates another survey prior to 2025 to assess evolving member opinions, views and priorities.